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| **Job Title** | Specialist – Data Engineering | **Job Family** | Finance |
| **Grade** |  | **Reports to** |  |
| **Location** | Kochi (Hybrid) | **Team Size** | Direct – 0  Indirect reports - 0 |

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| About the role: |
| We are looking for an experienced Data Engineer with advanced skills in SQL, Power BI, and Python to drive data-driven financial insights and support strategic decision-making. The ideal candidate will lead complex data analysis, build robust financial models, and develop interactive dashboards to provide clear, actionable business intelligence for the finance team and stakeholders and to develop and maintain robust ETL/ELT pipelines, ensuring high data quality, integrity, and availability across our data ecosystem.  The ideal candidate will optimize data storage solutions, collaborate closely with stakeholders, and implement strong data security and governance practices to support downstream analytics and business use cases. |
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| **Role Accountabilities and responsibilities:** |
| **In this role your key responsibilities will be:**   * **Technical Work:**   + Write and optimize advanced SQL queries to extract, transform, and analyse large datasets from relational databases.   + Develop, deploy, and maintain scalable ETL/ELT pipelines for efficient data ingestion, transformation, and integration from diverse sources.   + Ensure data quality, integrity, and availability across diverse source systems through monitoring, validation, and troubleshooting.   + Contribute and assist in the creation of a data warehouse by assisting in the creation of the data schema and creating all the necessary tables, joins and data pipelines   + Use Python and Scala for data processing, transformation, analysis, and automation of data workflows.   + Evaluate and adopt new tools, technologies, and processes to continuously improve the data engineering function.   + Monitor pipeline performance and proactively resolve data issues to maintain reliable data workflows.   **Essential Skills:**   * Experience in Big Data Analytics/Engineering: Minimum 3 years * Experience in building complex SQL queries (e.g. CTEs, sub queries, pivot queries etc) using a SQL development and work with large datasets. * Deep understanding of SQL and NoSQL databases, data warehousing concepts, and data modelling tailored to financial data. * Proficient in Python with experience in data analysis libraries like Pandas, NumPy, and SciPy for statistical analysis and complex data manipulation. * Automation scripting using Python for data pipeline orchestration, monitoring and error handling. * Hands-on experience with Snowflake data platform for data warehousing and analytics * Proven experience in designing and building ETL/ELT pipelines. * Familiarity with cloud platforms (AWS, Azure, GCP) and their data services. * Strong analytical capability with an inclination for problem solving * Excellent communication skills particularly written and verbal in English   **Qualifications:**   * Bachelor’s degree in computer science, Information Systems, Data Science, or related field; Master’s preferred. * Experience in Data Analytics and Management: Minimum 3 years |
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| Special Circumstances / Other Requirements e.g. travel requirements, working arrangements etc |
| This role may on occasion require flexible working hours compatible with UK in order to meet some critical delivery timescales. |

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| About Zellis |
| **Zellis is the leading provider of payroll and HR solutions for the UK and Ireland.**  Together with Benefex and Moorepay, we form the Zellis Group, serving a vast array of companies across every vertical and industry.  **Our purpose** is to make people feel appreciated for the work they do – through precision, choice, and magic.  **Our history**  We have over 50 years of heritage and industry experience – and we’ve been ahead of the curve throughout. More than half a century ago, we were founded as Peterborough Data Processing. Quite a lot has changed since then – not least our name.  We were acquired by Northgate, becoming NorthgateArinso in 2007 and NGA Human Resources UK and Ireland in 2014, where we were joined by Moorepay. In 2018, the UK and Ireland division was sold to Bain Capital and now we operate as a standalone company.  After acquiring Benefex, we’re now even better equipped to serve the complex needs of our customers.  **Our vision**  Our vision is to be the clear leader in pay, reward, analytics, and people experiences. There’s nothing more important to us than building trusting and beneficial relationships with our customers, using our size, scale, and breadth of experience to offer tailored solutions that precisely meet their business needs.  We design solutions that keep our customers ahead of change as they navigate the regulatory complexity and workforce uncertainty which exists in today’s business landscape. At the heart of everything we do are our highly qualified payroll and HR experts, who are committed to delivering first-class customer service at all times.  **We’re proud of our culture**  At Zellis we work hard to create a culture where people want to join, belong to, and be part of a progressive organisation. We’re committed to recruiting and retaining a diverse and inclusive workforce that is representative of the customers we serve and the communities we operate in.  **Our values,** which were defined with input from all of our 2,000 colleagues, are not empty words on a poster. They reflect who we are, and how we operate as a business.  Text  Description automatically generated |